

TO: MR Terry Carlis - Director ^{City of Montclair}
 MR Gene Knox - Assistant Director ^{Fleet Maint Dept.}
 MR Royce Albright - Supervisor

FROM: CAEL Lewis motorcycle mechanic

SUBJECT: Response to Letter & Reprimands
 AND Code 29's time off without
 Pay

DATE: 02-05-05

ON JAN. 31, 2005 MR. Robert Safford master
 Mechanic Came up to me at my work station
 informed me that MR. Albright needed to see
 me in his office. He said it's a write
 up, you're going to get. So I thought to
 myself it must be for JAN. 14th 05, I went
 to MR. Albright's office ON JAN. 31, 05
 2:45 p.m. expecting to receive a letter
 for a violation that happen of JAN. 14th 05.
 ONCE in MR. Albright's office he had
 6-6(a) letters for me to sign dating
 back to sept. of last year thru JAN.
 18th 05. I had NO knowledge of those
 violations. The only one that I agree with

(2)

IS JAN 14, 05 AND Do not Comply
 With the Rest of them, but I signed
 them on JAN 31, 05, BECAUSE I didn't want
 to be in sorbance to my Supervisor.
 MR Robert Safford witness Reprimands

I had no Knowledge of Those violations
 and should not be held Accountable
 and fired for that. if and when I
 made those violations it should have been
 Brought to my Attention and processed
 in a timely manner, so A Person Can
 Know where they stand with violations

As for as my Code 29, I admit I did
 my Supervisor talked with me as well
 as Mr. Knox to improve that, but was
 sick at times and couldn't help but
 to stay out at times, Also I have had
 Problems with my knees and legs hurting for
 About 3 years. Knees Swelling + leg Pain. I have
 been seeing Doctors About the Problems

(4)

MR. Gaddis my honest opinion about
 the whole situation I feel as though
 I not being treated fairly in having to
 accept Reprimands which I had no
 knowledge of so I couldn't asked
 to Punishments for them when I didn't
 know of them. As to Rules or
 manual to them I feel is not
 being met. As to Case 29 there
 were other employees that have
 that problem at the time Paul Ramsey
 Allen & Bentley. They were
 interested like I am being treated.
 I been employed with City for 13 years
 and I have a good understanding of all
 Rules. Those Charges are there but nothing
 I've heard about all of the Good
 things I've done for the City of Montgomery
 Garage Dept. on

Respectfully
 Submitted
 Carl Lewis

HAD EXAMS and test done by my
 Doctors, never had any Problems
 with Knees or legs. I noticed here
 lately that when Changing tires on
 the H-D motorcycles I, have to get
 Down very low and use my legs &
 Knees to Balance ~~that~~ tires for
 Removal & installation, those tires weight
 Approx. 35 lbs ea. if I am doing that
 motion in a Consistent over & over
 Could Be Causing my knee & leg Problem.
 Where ASO I cant say it CAUSED All
 of my Problem, but I feel with eliminating
 other factors, leads to being ^{more} of a Contributing
 Factor To my hurting, and having to take
 time away from work. I Could not say to my
 Supervisor because I didnt know what caused it, but
 seeing doctors & having test and if those Records need To
 be Looked at, I Can get Them for you'et.
 My Job itself Could be Partly the Blame for
 talking time off.

next PAGE over